

Performance, Compensation & Talent Management Committee Meeting Summary

February 21, 2024

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on February 20, 2024.

The Committee held an election of the Performance, Compensation & Talent Management Committee Chair and Vice Chair. Mullissa Willette was elected Chair, and Kevin Palkki was elected Vice Chair.

At this time I would like to share some highlights of what to expect at the April 2024 Performance, Compensation & Talent Management Committee meeting:

• The Committee will receive a report on fiscal year 2024-25 incentive metrics for executive and investment management positions.

The next meeting of the Performance, Compensation & Talent Management Committee is scheduled for April 15, 2024, in Sacramento, California.